

POLICE ADVISORY AND REVIEW COMMITTEE MINUTES

Chairperson Rosa Mar called the meeting to order at 6:00 p.m. on July 18th, 2019 at the Knoxville College, McMillian Chapel located in Knoxville, Tennessee.

Attending Committee: Rosa Mar, Robert Gibson, Ann Barker, LaKenya Middlebrook, Leticia Flores, Frank Shanklin
Jered Croom

Not Attending: NA

Attending PARC Staff: Clarence L. Vaughn, III, PARC Executive Director; Ola Blackmon-McBride, Executive Assistant

Attending KPD/City of Knoxville Staff: Chief Eve Thomas, Deputy Chief Ronald Green, Captain David Powell, Captain David Powell, Lieutenant Jerry Armstrong, Lieutenant Susan Coker, Sergeant Jonathan Chadwell, Sergeant Amanda Bunch, Investigator Shelley Clemons, Officer Michael Washam, Officer Fred Kimber, Officer Jajuan Hamilton, Attorney Ronald Mills, Deborah Thomas, Traci McDonell & Avice Reid, Sr. Director of Community Relations

INTRODUCTION

Chairperson Rosa Mar thanked the Interim President of Knoxville College, Dr. Keith Lindsey and staff for allowing PARC to host its 2nd Quarter meeting at the historic institution. Chairwoman Mar further shared brief information about the history of Knoxville College.

APPROVAL OF MINUTES

Chairperson Mar asked if committee members had reviewed minutes of the 1st Quarter meeting held on April 24, 2019 at the Regal Cinemas Headquarters. There were no changes. The 1st Quarter meeting minutes were approved.

SPEAKING ENGAGEMENTS & EXECUTIVE DIRECTOR'S REPORT – Clarence Vaughn, III

Executive Director Vaughn gave a report of the 2nd Quarter speaking engagements and Executive Director's report.

SPEAKING ENGAGEMENTS

- April 3, 2019** The Executive Director was invited to serve as a guest speaker for the “Real Talk” program hosted at Green Magnet School. The discussion topic was directed to educating students on the differences between “Rights and Privileges”, and the discussion included information pertaining to the history and services provided by the City of Knoxville’s Police Advisory and Review Committee.
- April 8, 2019** The Executive Director presented during the New Hire Onboarding Session for City of Knoxville Employees, in which he shared information about PARC and ways in which City employees can serve as community advocates by attending planned meetings and activities.
- April 9, 2019** The Executive Director was invited by members of Moms Demand Action to serve as a guest speaker during their monthly meeting, in which information was shared about PARC’s history, structure, and upcoming activities. In addition, the Executive Director shared an update on proposed legislation presented that has impacted Civilian Oversight for the State of Tennessee.
- May 17, 2019** The Executive Director along with the Senior Director of the Community Relations Department served as panelist and moderator during the National Association for Oversight of Law Enforcement’s Regional Conference held in Nashville, Tennessee. The Executive Director served as a panelist and provided an outline of PARC and the efforts continued in police oversight in the City of Knoxville.
- May 30, 2019** The Executive Director served as a guest speaker for the Knoxville Chamber of Commerce, Diversity Champions, in which he shared information about the history and structure of the Police Advisory and Review Committee. The discussion included updates on current activities and events hosted by PARC.

- June 17, 2019** The Executive Director was invited to share information and PARC with students whom took part in the University of Tennessee’s Business Education for Talented Students Program, which serves a diverse group of high school students from throughout the State of Tennessee.
- June 20, 2019** The Executive Director was invited to speak to the Business Advisory Council about civilian oversight and services offered by the City of Knoxville’s Police Advisory and Review Committee.
- June 24, 2019** The Executive Director along with members of the Office of Neighborhoods and the Knoxville Police Department hosted their continuation of the “Neighborhood Safety Workshop”. The workshop included specific crime data and demographics for the South Knoxville community. Community members were provided with best practices in regards to safety awareness from the Knoxville Police Department, and meeting attendees were informed about offered services from both PARC and the Office of Neighborhoods.

Attendees were reminded if anyone would like PARC to speak to their organization, please call Clarence Vaughn at the PARC office, 865-215-3869. This information can also found in the Informational Brochure available at the sign-in table.

EXECUTIVE DIRECTOR’S REPORT

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the first quarter audits were as follows:

Total of Cases Audited by the Police Advisory and Review Committee were (1) Referral Action Forms and (4) Internal Affairs Case:

Officers Disciplined 0
Civilian Employees Disciplined 0

<u>Action Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Administrative Leave	4	0

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs’s conclusions on each case reviewed. The Executive Director asked for additional information on three of the five cases reviewed. After reviewing the additional information provided, the Committee concurred with the findings of the Internal Affairs Unit.

AUDITS OF KPD POLICIES AND PROCEDURES

Reviewed the following ordinances, policies, and procedures as result of the Executive Director’s evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.22 (Use of Discretion)
- General Order 1.36 (Harassment)
- General Order 1.41 (Bias Based Policing)
- General Order 1.60 (Response to Resistance)
- General Order 2.14 (Major Critical Incidents)
- General Order 4.11 (Seizures)
- General Order 4.6 (Documentation of Incident and Departmental Record-Keeping, Section IV)
- General Order 4.6 (Preliminary & Follow-Up Investigation Procedures, Section I)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 1.39 (Arrest, Search, and Seizure)
- Standard Operating Procedure 2.04 (Conduct – General)
- Standard Operating Procedure 2.07 (Truthfulness)
- Standard Operating Procedure 3.00 (Courtesy)
- Standard Operating Procedure (Crisis Negotiations)

ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)

- The Executive Director continues to meet with members of the Knoxville Police Department's Command Staff and Internal Affairs Unit on a quarterly basis to discuss concerns and best practices that will result in effective ways to improve relationships with community members.
- The Executive Director along with members of the Office of Neighborhoods and the Knoxville Police Department host a series of workshops directed towards neighborhood safety. The workshop includes information presented from the "Community Crime Map – Lexis Nexis", which provides data on criminal activities that have taken place in different sections of Knoxville. Information is shared with meeting participants about safety tips and best practices to keep neighborhoods safe.
- The Executive Director continues to attend and provide insight as part of the Training Committee meetings held by members of the Knoxville Police Department's Training Staff. The meetings comprise of individuals whom are assigned with training and developing future officers, and a discussion takes place on the effectiveness of the provided curriculum and ways for enhancement.

COMMUNITY OUTREACH

- The Executive Director continues to meet with citizens and community groups to discuss concerns and complaints to develop plans for helpful resolutions. The resolutions are based on the areas of concern presented by community members and the information is shared with the appropriate agency or department involved.
- The Executive Director regularly attends meetings concerning Neighborhood Associations, Community Outreach, Law Enforcement, and Criminal Justice. The meetings are directed to membership in service and civic organizations that serve community members in the City of Knoxville and surrounding areas.
- The Executive Director serves on several non-profit boards for agencies that are concentrated on mental health, substance abuse, philanthropic activities, social awareness, recidivism, civil rights, and community engagement.

NETWORKING

- The Executive Director continues to harness a relationship with the University of Tennessee's College of Sociology to offer an internship program each semester for students interested in obtaining a career in the fields of law enforcement and criminal justice.
- The Executive Director serves as a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE), which comprises of civilian oversight practitioners from across the country. The Executive Director continues to serve on the Annual Conference Planning Committee, in which the upcoming conference will serve as the 25th Annual NACOLE Conference and will take place in Detroit, Michigan.

Chairperson Mar reminded everyone that if they wished to speak at the meeting tonight during "Open Forum" to please sign up on the green sheet located at the sign-in table.

PARC SUBCOMMITTEE REPORTS

Audio/Video Subcommittee – Frank Shanklin

Of the (1) Referral Action Forms and (4) Internal Affairs Case reviewed by the PARC

Audio/Video Subcommittee in the 2nd Quarter, we submit the provided findings:

File #1 IAU Case #19-2803

The incident took place during a community event in which the officer was directing traffic and was away from his patrol vehicle amongst a crowd of participants. The provided video recording was submitted by the complainant, which disclosed a visual recollection of the officer's actions in reference to the alleged complaint.

File #2 Referral Action Form

The officer involved properly activated his wireless microphone, and the patrol vehicle's dashboard camera was able to capture a video recording of the incident. The incident involved a vehicle accident, in which the audio recording was disturbed on occasions due to the accident taking place on the interstate with vehicles passing by causing the disturbance.

File #3 IAU Case #17-2790

The wireless microphone and dashboard camera was properly activated involving the case reviewed. The incident involved an individual attempting to flee from police custody, and the officer took part in a foot pursuit which limited the audio recording due to the officer's distance from his patrol vehicle.

File #4 IAU Case #18-2799

The officer's dashboard camera and wireless microphone was correctly activated, yet a portion of the audio recording was distorted due to the incident initially taking place inside of a Wal-Mart shopping center. The assistance of footage provided by Wal-Mart representatives gave more insight into the events that took place. The remaining events that occurred were recorded and intelligible by way of audio recording.

File #5 IAU Case #18-2800

The officers involved appropriately activated their wireless microphones for purposes of audio recording. The officers encountered a foot pursuit of another individual involved in the occurrence, in which the incident was documented by way of audio recording.

SUMMARY

The Knoxville Police Department's General Order 2.16 (Digital In-Car Recording Equipment) details that Officers shall turn on their audio and video equipment when they are out of their patrol unit on a call-for-service in the event audio is needed to substantiate or assist with documentation of their law enforcement duties, i.e., domestic disturbance, etc. It should be remembered that the purpose of the in-car video equipment is to monitor all contacts with a person in the community in all situations possible. Please note that the Knoxville Police Department requires Sergeants to review officers' audio and visual footage twice per month to ensure that their wireless microphones are operating properly.

RACIAL PROFILING SUBCOMMITTEE REPORT –

There was one alleged racial profiling case reviewed by PARC during the 2nd Quarter.

Case #1 Summary:

PARC received a complaint in regards to a traffic citation received on June 13th, 2019. The complainant informed us that he was traveling on Interstate 40 (Eastbound) in route to Interstate 640 (Eastbound), and a Knoxville Police Department officer was said to have trailed him for approximately 20 minutes. The officer allegedly pulled next to the complainant and behind the complainant prior to stopping him for speeding. The complainant informed us that he was stopped for traveling at a high rate of speed. The complainant felt as though he was racially profiled due to other vehicles traveling at the same rate of speed, yet he identified himself as the only African-American male traveling on the roadway which caused for the officer to stop his vehicle.

Conclusion:

The complaint received was reviewed based on the officer’s dashboard camera and GPS speed meter. After further review, we were not able to find sufficient evidence to support the complainant’s notation of being “Racially Profiled” by an officer for the Knoxville Police Department. The complainant was observed traveling at a high rate of speed, and the concerns regarding the officer following the complainant for a long period of time were not supported. Therefore, the actions of the officer involved were seen as being lawful and proper in regards to administering the traffic citation for a speeding offense.

General Order 1.41 Bias Based Policing

I. Policy

It is the policy of the Knoxville Police Department that we are committed to preserving the peace and maintaining order in the City of Knoxville by practicing bias-free policing and respecting the rights and dignity of all citizens.

II. Definition

Bias Based Profiling - The practice of stopping, detaining or searching a person based solely upon a common trait or a group that includes but is not limited to their race, color ethnicity, age, gender sexual orientation, religion, economic status or any other identifiable group characteristic.

OPERATIONS SUBCOMMITTEE REPORT

Quarter-to-Date Operations Report

Ms. Ann Barker reported on the quarterly totals of the 2019 cases, received, and reviewed by the Police Advisory and Review Committee, covering the period **April 1, 2019 – June 30, 2019.**

Total Cases for the Quarter	27
Cases Closed in the Quarter	25
Resolution of Cases Closed for the Quarter	
Executive Director	20
Mediation: Executive Director & KPD	0
Referrals to Appropriate Agencies	3
KPD	2
Total Cases Resolved	25
Total Cases Pending for the Quarter	
PARC <i>Initiated</i> Cases Referred to IAU for the Quarter	0
IAU Completed Cases Reviewed by PARC for the Quarter	4
IAU Referral Action Forms Reviewed by PARC for the Quarter	1
IAU <i>Initiated</i> Referrals and Cases	0

PARC TRAINING SESSION: CRISIS INTERVENTION

Lt. Susan Coker of the Knoxville Police Department and Candace Allen of Helen Ross McNabb provided an overview of the Crisis Intervention Training (CIT). The training is a 40-hours and participation is voluntary. One hundred thirty-four KPD employees have completed the training. The training focuses on mental illness and substance abuse geared towards equipping officers and others on how to deescalate a situation.

CASE MATTERS TO BE ADDRESSED BY THE COMMITTEE

PARC reviewed five cases during the 2nd quarter. No matters were addressed by the committee. Committee members did ask specific questions regarding Crisis Intervention Training and protocol for accidents.

CITIZENS ASKED TO APPEAR BEFORE PARC

Dr. Keith Lindsey, Interim President of Knoxville College addressed the Committee. He provided a brief history of Knoxville College and provided an update on the status of the college. Progress is being made but the support of the community is needed and appreciated.

OPEN FORUM

Four individuals requested to speak the committee:

Deborah Langston – Ms. Langston expressed the need for more crosswalks and camera.

Constance M. Every – Ms. Every expressed concerns about the KPD incident that was reported in the news recently.

Denzel Grant – Mr. Grant expressed concerns about a recent KPD Facebook post that he alleged included minors.

Rick Roach – Mr. Roach asked questions seeking additional clarification on the Crisis Intervention Training (CIT) and expressed a need for community policing.

COMMUNITY UPDATES

Director Vaughn introduced encouraged citizens to attend the upcoming “Neighborhood Safety Workshop” in which PARC is partnering with the Officer of Neighborhoods that is scheduled to take place on September 17, 2019 at the Beck Cultural Exchange Center.

There will be a community back-to-school bash on Saturday, July 27th at Broadway Shopping Center to benefit Fulton High School.

The meeting adjourned

Respectfully Submitted,
Clarence L. Vaughn III, Executive Director